

Department of Management
School of Management and Business Studies
Jamia Hamdard
MBA III Semester Examination - December 2025

Subject Name: Performance and Compensation Management

Max. Marks: 60

Subject Code: MBA-GE-HR-02

Time: 2.5 Hours

Attempt any Five Questions. All questions carry equal marks

(5 x 12 = 60)

Q1: Differentiate between:

- a) Statutory and Non-statutory Benefits
- b) Monetary and Non-monetary Incentives

Q2: How can HR leaders utilize the Balanced Scorecard to understand the organizational health?

Q3: Which four performance appraisal methods would best ensure fairness when assessing remote employees? Explain.

Q4: What types of strategic, operational and tactical plans can organizations adopt to achieve performance excellence?

Q5: What are the internal and external determinants an HR should analyse before developing a compensation framework? Discuss.

Q6: Do you believe continuous feedback systems lead to better employee performance outcomes compared to traditional yearly appraisals? Elucidate.

Q7: Discuss the Performance Management Cycle in detail. Illustrate your answer with a diagram.

Q8: Write short notes on:

- b) Self-assessment
- c) Bereavement Programs